Myth-busting in Millionia. **Misperceptions** of a Diverse Workforce

COMMON EMPLOYMENT MISPERCEPTIONS

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the strandition have a higher absence can than employees without devalutions The reality is that studies above that employees with disabilities are not above; any owner than

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The resulty is first Workinson Compressions ration are listently of the elitation business of the opposition and the cognitizations arrived experience, net an whether workers have clearly been

Misperception 5

it is more difficult to become an employee with a disability than en employee wideout a disability.

The equity a that labor basis governing the loing of complement are no different for three with disabilities from these without. The lastic tright is frug. if an employee is our perferring their job up to the complements or stated in the job disarignism, three can be tien is and as in all cases, question

electromentation medic to be large to support the job termination

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This presentation is based on two DuPont employee surveys and is promoted by the US DOL





Misperception 1

Persons with disabilities are unable to meet performance standards.



Misperception 1



Persons with disabilities are unable to meet performance standards.

The reality is that studies show employees with disabilities rate average or better than average in job performance compared to employees without disabilities.







Persons with disabilities are unable to meet performance standards.

In 1981, DuPont surveyed

- 2,745 employees with disabilities, 92% rated average or better in job performance
- employees without disabilities rated 90%







Persons with disabilities are unable to meet performance standards.

In 1990, DuPont surveyed

- 811 employees with disabilities, 90% rated average or better in job performance
- employees without disabilities rated 95%





Misperception 2

Employees with disabilities have a higher absentee rate than employees without disabilities.





Misperception 2

Employees with disabilities have a higher absentee rate than employees without disabilities.

The reality is employees with disabilities are not absent any more than employees without disabilities.



Misperception 3

Reasonable accommodations made for employees with disabilities are often expensive and cost-prohibitive.









Misperception 3

Reasonable accommodations made for employees with disabilities are often expensive and cost-prohibitive.

The reality is the average cost of a reasonable accommodation for an employee with a disability is below \$500.









Misperception 3

Reasonable accommodations made for employees with disabilities are often expensive and cost-prohibitive.

Accommodation costs:

- 15% \$0
- 51%- \$1 to \$500
- 12%- \$501 to \$1,000,
- 22%- \$1,000 and higher





Misperception 4

Workers Compensation rates increase when hiring employees with disabilities.





Misperception 4

Workers Compensation rates increase when hiring employees with disabilities.

The reality is workers compensation rates are based solely on the relative hazards of the operation and the organization's accident experience.





Misperception 5

It is more difficult to terminate an employee with a disability than an employee without a disability.



Misperception 5



It is more difficult to terminate an employee with a disability than an employee without a disability.

The reality is labor laws governing the firing of employees are no different for those with disabilities than those without

Misperception 5



It is more difficult to terminate an employee with a disability than an employee without a disability.

Any employee not performing their job up to the requirements as stated in the job description can be terminated.

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of a Diverse
Workforce

A few more...



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Misperception

Employees with disabilities are more likely to have accidents on the job than employees without disabilities.



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Misperception

Employees with disabilities are more likely to have accidents on the job than employees without disabilities.

The reality is the safety records of both groups were identical.



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Misperception

Persons with disabilities have problems getting to work.



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Misperception

Persons with disabilities have problems getting to work.

The reality is persons with disabilities use both private and public means to get to work. Their modes of transportation to work are as varied as those of other employees.



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Workforce

Misperception

Persons who are deaf make ideal employees in noisy work environments.



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Workforce

Misperception

Persons who are deaf make ideal employees in noisy work environments.

The reality is persons who are deaf should be hired for all jobs that they have the skills and talents to perform. No person with a disability should be prejudged regarding employment opportunities.



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Misperception

Persons with disabilities are inspirational, courageous, and brave for being able to overcome their disability.



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Misperception

Persons with disabilities are inspirational, courageous, and brave for being able to overcome their disability.

The reality is persons with disabilities are simply carrying on normal activities of living.



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Misperception

Persons with disabilities need to be protected from failing.



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Misperception

Persons with disabilities need to be protected from failing.

The reality is persons with disabilities have a right to participate in the full range of human experiences including success and failure...



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Misperception

There is no program that can help employers and employers deal with these misperceptions.





Misperception

There is no program that can help employers and employers deal with these misperceptions.

The reality is

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So why partner with DVR?



FYI

A competitive advantage.

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Every business is seeking one. It often comes as the result of you taking advantage of real opportunities to maximize your business success.

DVR presents you with options to find and keep qualified employees, use financial incentives to build your team and ensure access, and engage in training that enhances workforce diversity.



5 MISPERCEPTIONS

So why partner with DVR?



The better question is "Why aren't you?"



FYI



FINAL THOUGHT
The aggregate income of people with disabilities tops
\$1 trillion.

This includes \$220 billion in discretionary income



Your turn.

Q & A

